

RECEIVED

JUL 26 1991

WATER RIGHTS

SALT LAKE
July 20, 1991

Blaine Johnson
1615 East Sahdow Valley Drive
Rt. 6 Box 892
Ogden, Utah 84403

Dear Blaine,

I have some concerns over the changes that were made to the Deputy River Commissioner's position this spring. I applied for this job with the intention of receiving at least the same annual income Dennis and I were paid last year.

On June 5, 1991, I called you and asked for, in writing, the amount of my annual income and expense checks. I also asked for an explanation in writing of how you calculated the difference between the amount for last year and this year.

On June 6, you called me back to say my annual income this year will be \$2414 and travel will be \$375 for 283 miles per month.

2624.14 5 months

You stated again as you did in our initial interview this spring that the reasons for the change were:

1. Six ditches had been given to Ross Siddoway because he was closer and "it made it easier that way." (What is easier?)
2. You are withholding part of the wage so you can give it back when regulation begins in Kamas.
3. "There was a raise involved."

I also asked about \$453.50 in benefits that I am not receiving this year and was told that those of us who are part-time will no longer receive retirement. You stated that my retirement would be included in my annual income.

At the time I called I had just received my first monthly income checks and my first expense check. Prior to that time I wasn't told what my annual income or expense checks would be. After our conversation I wasn't satisfied with your explanations so I did some research on my own. I made a trip down to the Division of Water Rights Office and obtained copies of all the Deputy Commissioners annual incomes and travel expense. I made some interesting comparisons. I was especially curious about the difference between Ross Siddoway's and mine.

First of all, in talking with ~~Bob~~ Strout, I found that four of us (Ross Siddoway, Terry Ann Murphy, Lee Anderson and myself) are all being paid for twenty hours per week. I also found that all of us started our jobs in May.

First I want to address item #3, "there was a raise involved." I found there were indeed several raises involved this year, none of which were mine! All of the commissioners, except myself, received a substantial increase in annual income from the previous year. In fact, well above the 5% that was approved for salary increase. Ross \$1954 (122% increase), Terry Ann \$472 (19% increase), Lee \$770 (18% increase), and you received \$1600, while I took a cut of \$1054. Travel expenses showed the same results: Ross \$640, Terry Ann \$78, Lee \$180, Erma \$159, and I took a cut of \$775. Refer to Chart 1 for details.

According to the information you quoted me, I am receiving \$75 per month for traveling 283 miles. That tells me that I am being paid \$.27 per mile. On Chart 1, I have calculated the miles each commissioner is paid on the basis of \$.27 per mile. However, I am most concerned that you are paying Ross for 346 more miles each month than he was paid for last year, according to my calculations. (A total of 890 miles per month.) How can it be that you gave him six of my ditches because they were closer for him and 78% of my travel expense yet you pay him for 346 more miles each month? It would have been around 200-250 miles for me to check those same ditches and I live 20-25 miles away.

Next I did a comparison of Ross' and my annual income and expense. My findings are on the enclosed Chart II. In summary, I lost 35-40% of my annual income (it's difficult to determine the exact amount because I don't know how much of the \$453 from last year's benefits are included in the \$2314) and Ross was given a 122% raise. I lost 68% of my travel expense and Ross received a 53% increase. My job description has not decreased by even an eighth let alone over the third of the income I have lost. I expect to do this job to the best of my ability. I have learned a great deal already and feel the transition between Dennis and myself has been smooth and to your advantage. You haven't had to do any training whatsoever and no problems have occurred in the transition.

Next I would like to address the statement you made to me twice. You are withholding some of my income and expense check to give it back when regulation begins at Kamas. That sounds like a case of "Robbing Peter to pay Paul" except you're "Robbing Peter to pay Peter"! I suggest you return my "Pay" and when and if regulation at Kamas becomes necessary, you and I sit down and discuss the arrangements.

Open communication and trust are important in any "employer-employee" relationship. My trust level today isn't very high. I hope to resolve this situation reasonably without retaliation from

you or anyone else. I expect to perform with integrity and I am obtaining the skills necessary to do the best job possible for the people I represent. My job description still involves as much time and effort as the other commissioners who are being paid for the same amount of hours per week.

The botton line is, I am doing the same job as well as the person who had it last year. My hours have not changed, my job description has not significantly changed, and you cannot legally cut my hourly wage without calling it discrimination.

I would appreciate receiving the annual income I am entitled to for 1991 in the amount of \$3536.40 as well as the \$1150 for travel expenses and I would like it made retroactive. I would like this situation resolved before the funds allocated for this position are spent.

I would appreciate your response in writing before August **7**, 1991. If the results are not satisfactory I intend to pursue this and will take whatever steps necessary to correct the discrepancy.

Thank you for your time and efforts.

Sincerely,

A handwritten signature in cursive script that reads "Alene J Marchant".

Alene J Marchant
1682 West HWY 189
Peoa, Utah 84061

cc:Lee Sim
Directing Distribution Engineer

-CHART I-

DEPUTY COMMISSIONER	HOURS WORKED PER WEEK	1990 ANNUAL INCOME	1991 ANNUAL INCOME	DIFFERENCE	1990 TRAVEL	1991 TRAVEL	DIFFERENCE	MILES PER MONTH	RETIREMENT
ALENE M.	40	\$3368	\$2314	\$1054-	\$1150	\$ 375	\$775-	283	0
ROSS S.	40	\$1602	\$3556	\$1954+	\$ 560	\$1200	\$640+	889	\$74.84
TERRYANN M.	40	\$2709	\$3181	\$ 472+	\$ 775	\$ 853	\$ 78+	631	\$64.64
LEE A.	40	\$4302	\$5072	\$770+	\$1800	\$1980	\$180+	1466	\$93.76
ERMA C.	80	\$4629	\$5435	\$806+	\$1585	\$1744	\$159+	1288	\$110.44

CHART II

ALENE MARCHANT: ANNUAL INCOME 1990 \$3368.00
 PLUS 5 PERCENT RAISE + 168.40

 IN 1991 I WOULD BE EARNING \$3536.40
 MINUS IN 1991 AMOUNT PRESENTLY RECEIVING \$2314.00

 DIFFERENCE \$1222.40

SUMMATION: I LOST 35-40 percent OF MY SALARY FOR GIVING UP 6-12 HOURS WORK PER MONTH.

ROSS SIDDOWAY: ANNUAL INCOME 1990 \$1602.00
 PLUS INCREASE 1991 3556.00

 DIFFERENCE \$1954.00

SUMMATION: ROSS'S ANNUAL INCOME INCREASED 122 percent FOR ADDING SIX DITCHES.

CHART III

ALENE MARCHANT:	TRAVEL 1990	\$1150
	TRAVEL 1991	375
	<hr/>	
	DIFFERENCE	\$ 775

SUMMATION: I LOST 68 PERCENT OF MY TRAVEL EXPENSE .

ROSS SIDDOWAY:	TRAVEL 1990	\$ 560
	TRAVEL 1991	1200
	<hr/>	
	DIFFERENCE	\$ 640 INCREASE

SUMMATION: ROSS RECEIVED AN INCREASE OF 53 PERCENT.

NOTE: I see no reason for the transfer of duties or pay. I can make a phone call as easily as Ross and it is evident by the ~~above~~ figures that Ross has received all but \$135 of the amount taken from my travel expense. Therefore, I assume that he has to travel almost as far as I do to check those ditches.